

CLERGYMEN MORE NUMEROUS DESPITE MEAGRE PAY

Average Salary \$1,350 a Year Now, With Little Hope for Future, Yet Call to Pulpit Prevails Stronger Than Ever

Special Correspondence to THE NEW YORK HERALD.
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A TALL man in black clothes stood in an open space at one end of a long office room of a skyscraper devoted to haste and business. Behind him the door through which he had entered closed itself, shutting out the noise of a battery of elevators. In front of him were rows of desks at which scores of young women and young men worked swiftly over papers and pamphlets. Typewriters clattered. Office boys dashed about. It was near the end of the late afternoon rush.

The man in black hesitated, uncertain to which clerk to address himself. Several glanced up, then, catching his eye, looked hastily away as if fearful of becoming the object of attention. From beneath bent heads others watched him covertly. They saw a man of decided age. His shoulders stooped. Gray hair showed beneath his black felt hat. His eyes seemed tired. His suit, though neat, was extremely worn.

Book Agent Fearful Of His Reception

A book was tightly clasped in the man's right hand. It was a fat volume, bound in bright colored red leather, plainly belonging to what a certain brand of publishers sell by the "set." Over the left arm hung a cardboard, collapsible contrivance, which when unfolded counterfeited a row of books or a "set." The old man, it appeared, was a book agent.

Apparently summoning determination he crossed to the desk at which worked a youth whose appearance gave evidence of wide study of the style books of clothing manufacturers.

"May I interest you in a history of— began the old man. But the youth cut him short.

"Now," he said, "no time to read." The old man moved to a second desk.

He met a second rebuff less courteous than the first. At the third attempt the way was barred by an office functionary.

"Book agents 'n peddlers not allowed here," said the functionary. The old man was ushered out of the office swiftly. One clerk, a youth with many freckles and blue eyes, seemed concerned. When the back of the functionary was turned this youth slipped through the door. He found the old man in black sitting dejectedly in the casement of a corridor window near the elevators.

"Selling histories?" inquired Freckles, and grinned. "Let's see one; maybe I'll buy. I have about history."

Five minutes later the youth was the possessor of a receipt entitling him to one set "Standard History of Civilization" deliverable thirty days from date, express C. O. D. And a crisp, new \$10 bill was transferred to the pocket of the other.

"Sell many?" asked Freckles. "Not many," was the reply given sadly. Under encouragement Freckles learned more.

The old man was a minister. Two years before he had been retired, asked to leave his charge, as superannuated. Only young men seemed wanted in the pulpit, he explained falteringly. His wife was dead. He felt strong. He undertook to sell books so that a pension of \$500 a year which was really due to him might be given to another retired minister who was in poor health. In thirty-five years of active ministry he had prepared and preached 2,500 sermons, performed 1,500 marriages and baptized and converted 1,800 men and women. Also during this time his salary had never exceeded \$1,000 a year and for many years was only \$600.

The small savings possible with this stipend had been exhausted not long after he undertook to sell books. Now he was able to sell just enough to pay for food and shelter. Probably sooner or later, when he became unable to walk, it would

Outstanding Figures of the Clerical Army.

YEAR.	Number at work.	Yearly pay.	Daily pay.
1921	220,000	\$1,350	\$3.70
1916	191,796	1,087	2.95
1906	164,830	668	1.85
1890	111,036		

be necessary for him to go to a home maintained by the faith and there live until death.

"Would you be a minister if you had a chance to begin life all over again?" asked the freckled youth.

"Certainly," was the quick reply. "Thought so," said the youth; "my granddad was one. Well, s'long, send along the history soon."

Despite All Discouragements Number of Preachers Increases

A religious army of more than 220,000 men, and a few women, now is at work in the United States, reports of the Census Bureau show. And the number is increasing each year, despite the financial handicap under which many clergymen, priests and rabbis work, the reports show.

In 1916 the total number of clergymen and other professional leaders of religious bodies was 191,796. In 1906 the number was only 164,830, and in 1890 it was 111,036. In the sixteen years between 1890 and 1906 the increase in the number of clergymen was 49 per cent.

Schools, colleges and seminaries now are turning out a new class each year of young men who have spent from four to ten years in preparation for a profession in which their greatest compensation will be the satisfaction that comes from work well done. Like the soldiers going into battle who know that not all of them will return, the members of each new class of ministers know that some of them will find themselves in or near financial want in later years.

The average salary of ministers and clergymen of the United States now is approximately \$1,350. Five years ago it was \$1,087, according to the official census reports, while in 1906 the average was but \$668.

These reports show that salaries of ministers have been increased during the last thirty-one years, but not in a measure proportionate to the increases in other professions. It should be made clear that this is not due to the lack of understanding of church officials and others who fix the compensation of clergymen. Rather it is the fault of the giving public, which, during the war years especially, failed to increase its donations in proportion needed. In many cases ministers themselves have deliberately fixed limits to their salaries so that more money might be available for charities. This, however, does not alter the fact that clergymen generally and their families now are living on incomes far below those generally held necessary to insure what is called the American standard of living.

The clergyman, for instance, who receives the average salary of \$1,350 is being paid at the rate of \$3.72 a day if Sundays are included. Compared with industry this is approximately the pay of the common day laborer, who is obliged to take no training whatever to earn 40 cents an hour for an eight hour day. The minister, on the other hand, must receive an education which required from four to six years of special training in addition to an ordinary high school education.

The clergyman, it would seem, should be classed as a skilled worker. In industry, the skilled worker now obtains from \$6 to \$8 a day and sometimes \$10, or more than twice the wage of the minister.

It takes two days of the minister's pay to purchase a \$7 pair of shoes, while the bricklayer, the carpenter, or the machinist can buy a pair of shoes with one day's labor and have money left over. The machinist who assembles automobiles receives \$1 an hour and the minister averages 46½ cents an hour for a twenty-four

Growing Increase of Churchgoers Indicates Success of the Workers Ever Since 1890, Census Figures Show

hour day. The minister is subject to call in the middle of the night to visit the sick. The automobile repair man must have double time in return for giving up the warm bed for his overalls.

Plans Are Laid to Aid Old and Feeble Ministers

Leaders in all church denominations now are staging campaigns to obtain money for endowments to make it possible to increase the salaries of clergymen. Homes are being established by some denominations, in which retired clergymen without families may live, surrounded by comforts to which their lives of service should entitle them. In other denominations plans are being laid for the payment of pensions sufficient to insure the comfort of men unable to preach.

In some denominations the average salary of ministers has been increased to approximately \$2,500 a year. For a minister with a family of two or three children this is barely sufficient to maintain what the Labor Department of the Federal Government has found to be a comfortable standard of living.

For the average minister, however, compensation can be said generally to be insufficient to insure savings which will make for comfort in old age. Debts which they hope to pay only with the most extreme privations are facing some clergymen, because of the sudden recent rise in the prices of necessities.

Few clergymen complain at this state of affairs. The Census Bureau, in obtaining information concerning salaries, receives replies from nearly 100,000 ministers to questionnaires at each attempt to collect data. The ministers simply answer the questions asked without comment.

In a few large cities salaries of from \$5,000 to \$10,000 a year now are being paid to some Protestant ministers. These, however, are exceptions. In the Baltimore division of one big Protestant denomina-

tion the average salary recently was discovered to have advanced to \$1,800. But this included, in most cases, a sum calculated as rent and did not signify that all clergymen of the division received that amount in cash.

One effort of lay officers of churches intended to make the financial sacrifice of ministers less extreme is being directed toward the providing of parsonages. About half of the more than 230,000 congregations in the United States now provide parsonages for their ministers. The value of such property is estimated now to be close to \$500,000,000, at present values.

By Commercial Standard Preachers Are Successful

Although clergymen are sometimes called the lowest paid workers in the United States, the official reports of the Census Bureau indicate that they are probably the most efficient and most successful. In the language of the business world, the job of the clerical profession is the "selling of an idea" to the American people. The idea, of course, is that of eternal salvation. Carrying out this commercial metaphor, the clergymen have the United States 50 per cent. "sold." Few other bodies of salesmen could claim such success.

Nearly one-half of the entire United States population now is affiliated or otherwise connected with some church or religious organization. Approximately 45,000,000 persons hold church membership, it is indicated in the census returns. In twenty-five years the ministers have doubled the nation's list of converts, the official records show, despite the fact that the entire population has increased in far smaller ratio. In short, the church is "making sales" faster than "prospects" can come into being. Church membership is increasing at the rate of nearly 1,000,000 persons a year, the records show. This is because there is one minister for rather less than each 500 residents of the United States.

Arms Conference Draws Eyes of World; Washington Filling Fast

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be marked by the impressive ceremonies at the burial of the Unknown Dead in Arlington Cemetery.

On the second day the conference will begin in earnest to determine whether the nations can in the future live without the prodigious armaments which are to-day thought necessary. Thus on November 12 President Harding in Continental Hall of the D. A. R. Building will deliver the keynote address. It is not known which of the delegates will follow the President. Very likely it will be a member of the British delegation, and if Lloyd George be here the second speaker will no doubt be the famous British Premier.

Although there has been no official announcement, it is believed that presiding over the conference will be Charles Evans Hughes, Secretary of State and head of the American delegation. The third and following days of the conference will see the delegates assembled in the Hall of the Americas in the Pan-American Building.

Occasionally, however, to satisfy public curiosity other semi-official meetings will take place in the D. A. R. Building, but these will be formal only and the real work of the conference will be done behind closed doors, in the committee rooms, in drawing rooms of fashionable Washington houses, in hotel apartments and a hundred and one other places where the world delegates will gather.

The number of countries bidden to the conference on limitation of armaments and Far Eastern questions is fixed, of course, but these delegates do not, by dozens, complete the number of assistant delegates, so to speak, who are in Washington or on the way there. Already so many assistants and experts have arrived as to cramp the resources of Washington hotels, lodging houses and apartments.

How much of the real work of the delegates will be made public as it proceeds is not to be arrived at by guessing. Very little, it is said by those who know some thing of the ways of world diplomats, but they say also that the great demand of the public for open discussion may have weight. The United States as host to the Powers cannot lay down the rules. Perhaps on the second or third day of the conference it will be decided what to give out and what to keep *en camera*.

Secretary Hughes, however, has expressed his purpose privately to give out from time to time statements setting forth the attitude of the United States as the parleys proceed.

There are many details concerning the parleys yet to be announced. The names of the advisory committee of fifteen, two of them to be women, who are to assist the four American delegates in every way possible, have not been given out by President Harding. Some foreign delegations have even larger entourages, while others have none at all.

The agenda of the conference has already reached the public, but no announcement has been made whether the Far Eastern question will come up first or follow the disarmament question; the feeling is, though, that these will proceed concurrently. In the settlement of the Far Eastern question is bound up the Chinese question. The Chinese problem, it is thought, is one of the most menacing.

China is to be represented by a divided delegation, representing respectively the north and south Chinese republics. Minor

discords, especially those relating to the Anglo-Japanese treaty, will be solved, it is hoped, without injury to the feelings of either the Japanese or the British.

In September President Harding announced the appointment of the completed American delegation to the conference. In his letter the full title of the conference was given. It is "The International Conference at Washington to Discuss Armaments and the Far Eastern Problem."

The American delegates are Secretary of State Hughes, Senator Henry Cabot Lodge (Mass.), Elihu Root, former Secretary of State, and Senator Oscar W. Underwood (Ala.), Democratic leader of the Senate.

These delegates are not plenipotentiaries, but will serve in Washington under the personal direction of the President. A brief resume of their career is interesting on the eve of a new adventure.

Secretary of State Hughes resigned the Governorship of New York to accept a place on the Supreme bench and resigned the judgeship to take the nomination for President of the United States on the Republican ticket. He was defeated by Woodrow Wilson and was appointed by Wilson's successor to his present office. He was born in Glens Falls, N. Y., April 11, 1862, and admitted to the bar in New York, 1884.

Elihu Root is a member of the Permanent Court of Arbitration at The Hague; president of the American Society of International Law; member of commission to draw up plans for a permanent world court. He was born in Clinton, N. Y., February 15, 1845; Secretary of War in McKinley's Cabinet, 1899-1904; Secretary of State in Roosevelt's Cabinet, 1905-09; Senator from New York, 1909-15.

Oscar W. Underwood, United States Senator since 1915, was born in Louisville, Ky., May 6, 1862. He was admitted to the bar in 1884 and was a member of the Fifty-fourth to Sixty-third Congresses, 1895-1915; chairman of Ways and Means Committee Sixty-third Congress.

Henry Cabot Lodge, Republican leader in the Senate, was born in Boston May 12, 1850. He was editor of the *North American Review*, 1873-76; member of Fifty-fifth to Fifty-third Congresses, 1887-93; Senator since 1893.

Leading Foreign Statesmen Will Appear As Delegates

The following are the members of the delegations of the various countries to the conference so far as they have been officially designated. In certain instances, as of Lloyd George and in the case of Italy, alternates have been named if the Premiers of those countries find it impossible to attend. Two delegates will represent the conservative element of Russia. One delegate comes to represent Austria and one also comes from Portugal. The delegation from China is complete.

The delegations are as follows: FRANCE—Aristide Briand, the present Premier, was Minister of Justice, 1914-15. He was born in Nantes, 1863, and educated at St. Nazaire. In 1902 elected to the Chamber of Deputies for the first time. In 1906 he became Minister of Public Instruction and Worship. Has served as Premier in 1909, in 1913 and in 1916. His home district is the Loire, and at the commencement of his parliamentary career he was numbered among the Socialist party, along with Millerand. He aided in bringing about the separation of Church and State, but as Premier of the present time he has conciliated the Pope, and France and the

Vatican now exchange Ambassadors.

Rene Viviani, former Premier; Envoy Extraordinary to United States in 1921; at present Minister of Foreign Affairs; Minister of Justice and Public Works in 1917; Minister of Public Instruction in 1914; came first to America with Marshal Joffre in 1917.

Louis Loucheur, Minister of the Liberated Regions; a railroad man in 1899; formed contracting firm for utilizing water power of France; Assistant Minister of Munitions during war and then Minister of Munitions under Clemenceau.

GREAT BRITAIN—Right Honorable Andrew Bonar Law, born New Brunswick September 16; Chancellor of the Exchequer and leader of the House of Commons since 1916; a member of the coalition war Cabinet; formerly an iron merchant; Parliamentary secretary of the Board of Trade 1902-06; Secretary of State for the Colonies 1915-16; leader of Opposition in House of Commons 1911-15.

Right Honorable Winston Churchill, Secretary of State for War since 1918; Minister of Munitions in 1917; born November 30, 1874, son of late Lord Randolph Churchill. Member of Parliament from Dundee since 1908; served in India; Home Secretary 1910-11; First Lord of the Admiralty 1911-15; National Liberal in politics.

Sir Arthur (Hamilton) Lee of Fareham, Minister Board of Agriculture and Fisheries since August, 1918, with seat in Cabinet; M. P. from south of Fareham, Division of Hampshire, 1900; Director-General of Food Production from February, 1917; born November 8, 1868; married Ruth, a daughter of J. G. Moore of New York; British Military Attaché with the United States Army during Spanish-American war; Military Attaché, Washington, 1899.

Right Honorable Herbert Albert Laurens Fisher, F. R. S., 1820; President of Board of Education since 1916; M. P. Sheffield, from 1916-18; M. P. from English universities since 1918; born London, March 21, 1865.

Right Honorable David Lloyd George, Prime Minister and First Lord of the Treasury since 1916; Member of Parliament from Carnarvon since 1890; Liberal, born Manchester; President of the Board of Trade, 1905-8; Chancellor of Exchequer, 1908-15; Minister of Munitions, 1915-16; Secretary of State, 1916.

ITALY—Senator Albertini, editor of *Corriere della Sera* of Milan. A supporter of Gen. Cadorna and a promoter of that Congress in Rome of Nationalities forming the Austro-Hungarian Empire, which aimed at the dismemberment of that country. He is accompanied by his son, who will act as secretary. He is 50 years old.

Tommaso Tittoni, President of the Senate, 1920; delegate to the Peace Conference, 1919; delegate to the League of Nations since 1920; born Rome, 1855; Senator since 1902; Secretary of State for Foreign Affairs, 1903-6; Ambassador to England, 1906; member of Court of Arbitration at The Hague since 1912; Ambassador to France, 1910-16; Minister of State, 1916.

Vittorio Scialoja, Minister of Foreign Affairs since 1919; Minister without portfolio in Italian Cabinet, 1917.

Premier Bonomi; Premier in 1921; formed new Cabinet in July; held portfolio of Ministry of Foreign Affairs.

JAPAN—Takashi Hara, Premier; educated Imperial University of Tokyo; opposed to military clique; first commoner and business man to hold office of Premier.

Prince Tokugawa, visited America in 1910; deprived of succession to Shogunate by revolution of 1866; President of House of Peers in Japan; born 1863; studied in England from 1877-1882; Chamberlain of Imperial Court, 1882; visited America, on way to England, in 1877; will be chief of delegation to Washington; his appointment constitutes recognition of the Diet.

Vice-Admiral Tomosaburo Kato, Minister of Marine and Navy.

Baron Kijuro Shidehara, Japanese Ambassador to United States since 1919; before that Vice Foreign Minister in Japan; born at Osaka in Kawachi; graduate, 1895, College of Law in Imperial University; Consul at London and Antwerp; counsellor of embassy at Washington, 1912; Minister at The Hague; Vice Foreign Minister from outbreak of war till 1919.

RUSSIA—Anti-Bolshevik representatives from Russia; Nicolai Avskentief, President of Constituent Assembly before revolution; Prof. Paul Milukoff.

AUSTRALIA—Hon. George Foster Pearce, Acting Prime Minister in 1916; Member Commonwealth Parliament of Australia since 1901; Minister for Defence, 1908-9, also 1910-13 and since 1914; born Mount Barker, South Australia, January 14, 1870; began life as carpenter; began public life organizing trade unions and political societies; president Trade Labor Union Congress, 1899; member Imperial Parliament, 1911.

PORTUGAL—Milde Barretto.

CHINA—Dr. W. W. Yen, Foreign Minister.

Dr. V. K. Wellington Koo, Minister Plenipotentiary to London; graduate Columbia University; formerly Ambassador to Washington; president of the Council of the League of Nations; is 34 years old; was English secretary to President Yuan Shih-Kai.

Dr. C. T. Wang, graduate of Yale, 1910; held out against signing Versailles treaty in May, 1919.

Dr. Sao-Ke Alfred Sze, Ambassador to United States; formerly Ambassador to Great Britain; graduate Cornell University; director of Northern Railways in China in 1908; formerly Minister of Posts and Communications, and Acting Minister of Finance in first Cabinet of Chinese Republic.

Scene of the Conference Has Picturesque Setting

The conference will be held in the Hall of the Americas of the Pan American Union Building in Washington. It is at Seventeenth and B streets, northwest, three blocks south of the State Department Building, and stands in the midst of a group which will also be utilized in connection with the Washington conference.

Across B street is the great cement structure built during the war for the War and Navy departments, in which there is now much surplus space. This building will be partly used as offices for sections of the British, French, Italian, Japanese and Chinese delegations to the conference.

Immediately north of the Pan American Building, on Seventeenth street, stands the white marble hall of the Daughters of the American Revolution, with an auditorium that will seat more than 2,000 persons. This will also be made available for any large meetings. Also on Seventeenth street, adjoining the D. A. R. Building, is the white marble home of the American Red Cross, which has quarters that may also be utilized for smaller sectional meetings. Next to that, also on Seven-

teenth street, is the Corcoran Gallery of Art, with a large hemi-cycle which can also be used for meetings.

Well considered plans are being made for the entertainment of the visitors from overseas, and the powers that be at the State Department are already immersed in preparations.

The Japanese delegation will be exceedingly active socially. The Japanese are one of the few nations not particularly hard hit by the war. The supposition that they will do a lot of entertaining is borne out by the fact that the Japanese Embassy has leased the residence 2000 Massachusetts avenue for the conference. It is to be used for offices to relieve the pressure on the chancellery in N street and probably for the more official entertaining. The Ambassador will continue to live at the big house in K street which has been occupied by several of Japan's envoys.

From all over the country, all over the world in fact, are coming men and women who want to keep a finger on the pulse of events. Consequently houses are at a premium and wisecracks are predicting the gayest as well as the most stimulating winter Washington has ever had.

Many things will combine to bring this about. The Republicans are again in the saddle after eight years; they have money, many of them, and they are making preparations for a social campaign which will take one back to the good old days of the Taft and Roosevelt administrations. Moreover, the President and Mrs. Harding seem to have a genius for hospitality. They are mapping out a full and varied social programme which will include many dinners and receptions.

While no definite information can yet be obtained about the entertaining for the delegates to the conference, it is safe to prophesy that there will be one big formal party at the White House, probably a reception in their honor, and another at the Pan-American Union. Then there will be, of course, a grist of dinner parties given by and for the visitors from overseas and a round of balls at the embassies and legations of the countries represented will contribute to the season's gaieties.

The liquor floodgates are down, and choice brands of all grades of fine imported liquors are entering American ports in heavy volume to supply the refreshment needs of the delegates and their guests and friends.

Washington at the start of the arms parley and as long as it continues will be distinctly wet. Washington's distinguished guests will enjoy all of the immunity which clothes a foreign diplomat and shields him from molestation by dry law agents or other police officers.

Arms parley delegates can bring in liquor in any quantity and carry it with their other luggage to Washington. Such baggage is free from seizure. Revenue Commissioner Blair, with general supervision of prohibition enforcement matters, has laid down the rule that the delegates may have all the liquors of every kind they desire, and may use or dispense them within their apartments, houses or hotel rooms while they are here as the envoys of friendly foreign nations.

It is estimated that the international gathering will cost somewhere in the neighborhood of \$8,000,000. This is based on the approximate estimate of an expenditure of \$1,000,000 for each of the larger countries, with a smaller sum for the more unimportant participants.

The cost to the United States will be less than that of the visiting Powers in spite of the fact this Government is in the position of host.

An appropriation of \$200,000 has already been made to cover the expenses, but this will not represent the total cost to this Government. Contingent funds of the various departments will be drawn upon, while much of the work of the conference will be done by departments whose overhead expense would go on just the same if the conference were not held.

Secretary Denby of the navy has already given notice he will ask for an additional appropriation for entertainment purposes, since his contingent fund has already been used up. The United States will bear the expense of furnishing office space, etc., but the Governments will pay their own expenses in other particulars.

Great Japanese Delegation, With Eighty Already Named

The Japanese have already announced the names of eighty persons, including delegates, experts, advisers, attaches, etc. This does not include the large force of clerks, etc., who will be essential and whose importance is not sufficient to include in a published list.

It is expected the British and French delegations will be equally large and those from China and Italy almost as large. The smaller countries will have a smaller number of assistants, but will be well represented.

Assuming that the delegations from the large countries will go over the approximate number of 150 and those from smaller countries will approach it, the total number of foreigners attending and connected with the conference in some capacity or another from Great Britain, France, Italy, Portugal, Holland, Belgium, China and Japan will be about 1,200.

The Chinese delegation will be housed at the Cairo Hotel, an apartment hotel, located on Q street between Seventeenth and Eighteenth streets. Several entire floors have been engaged, while Sao-Ke Alfred Sze, the Minister, will occupy the location. Both the Japanese and Chinese have engaged the services of American newspaper men as advisers, while the Chinese will also have an array of legal counsel, among them being Paul Reinsch, former Minister to China.

The Italian delegation has already engaged two floors at the Washington Hotel, corner Fifteenth and F streets, across from the Treasury Building.

The British delegation will be widely scattered, although the British Embassy on Connecticut avenue, is exceptionally commodious. Arrangements are being made to rent an entire house in the neighborhood of the embassy for Premier Lloyd George, while another house or a commodious apartment will be rented for Arthur Balfour. Three entire floors have been rented by the British at the La Fayette Hotel, Sixteenth and I streets; two floors at the new Racquet Club on Sixteenth street, with additional rooms at the Franklin Square Hotel, on Fourteenth street.

Ambassador Jusserand will continue to make his home at the French Embassy on Sixteenth street, and it is expected that Premier Briand will make his home at the embassy during the time he is in Washington. The French Embassy has engaged two floors at the New Willard, with the expectation the embassy and the hotel will furnish sufficient accommodations.